

NORTHERN NEW MEXICO COLLEGE  
 SCHEDULE OF DEPOSIT ACCOUNTS  
 Year Ended June 30, 2009

Depository/Account Name	Type of Account		Cash per Bank June 30, 2009	Add Deposits in Transit	Less Outstanding Checks	Other Reconciling Items	Adjusted Cash Balance June 30, 2009
<b>COLLEGE</b>							
Valley National Bank							
General	Checking	\$	773,571	81,530	194,081	6,895	667,915
Payroll	Checking		11,924	277	24,392	(4,210)	(16,401)
Student	Checking		1,654	-	-	-	1,654
NRGHNA	Checking		158,766	-	-	-	158,766
Certificate of Deposit	CD		1,069,238	-	-	-	1,069,238
Bank of America							
Payroll	Checking		115,633	-	21,073	-	94,560
Perkins	Checking		79,660	767	-	-	80,427
Luis Bustos	Checking		6,652	-	-	-	6,652
Federal	Checking		5,006	-	-	-	5,006
Community Bank							
General	Checking		76,951	1,287	-	(124)	78,114
Cash in bank			2,299,055	83,861	239,546	2,561	2,145,931
Petty cash and cash drawers			4,422	-	-	-	4,422
<b>Total College cash and cash equivalents</b>		\$	<b>2,303,477</b>	<b>83,861</b>	<b>239,546</b>	<b>2,561</b>	<b>2,150,353</b>
<b>FOUNDATION</b>							
Valley National Bank							
Operating	Checking	\$	662,765	-	1,313	13,554	675,006
Savings	Checking		14,635	-	-	-	14,635
Certificate of Deposit	Certificate of Deposit		671,736	27,813	-	3,834	703,383
<b>Total Foundation cash and cash equivalents</b>		\$	<b>1,349,136</b>	<b>27,813</b>	<b>1,313</b>	<b>17,388</b>	<b>1,393,024</b>

NORTHERN NEW MEXICO COLLEGE

Schedule of Deposit Accounts

June 30, 2010

Depository/Account Name	Type of Account	Cash per Bank	Add Deposits in Transit	Less Outstanding Checks	Other Reconciling Items	Adjusted Cash Balance
		June 30, 2010				June 30, 2010
<b>COLLEGE</b>						
<b>Valley National Bank</b>						
General	Checking	\$ 602,593	\$ 5,474	\$ (611,400)	\$ -	\$ (3,333)
Payroll	Checking	183,751	-	(7,277)	-	176,474
Student	Checking	1,007,398	-	-	5	1,007,403
NRGHNA	Checking	13,584	-	-	-	13,584
Certificate of Deposit	CD	757,810	-	-	-	757,810
Certificate of Deposit	CD	301,338	-	-	-	301,338
<b>Bank of America</b>						
Payroll	Checking	276,986	-	-	-	276,986
Perkins	Checking	131,758	105	-	-	131,863
Luis Bustos	Checking	6,661	-	-	-	6,661
Federal	Checking	2,434	-	-	-	2,434
<b>Community Bank</b>						
General	Checking	2,270	705	-	-	2,975
Cash in Bank		3,286,583	6,284	(618,677)	5	2,674,195
Petty Cash and Cash Drawers		4,423	-	-	-	4,423
<b>Total College Cash and Cash Equivalents</b>		<b>\$ 3,291,006</b>	<b>\$ 6,284</b>	<b>\$ (618,677)</b>	<b>5</b>	<b>\$ 2,678,618</b>
<b>FOUNDATION</b>						
<b>Valley National Bank</b>						
Operating	Checking	\$ 447,468	\$ -	\$ (978)	\$ -	\$ 446,490
Marketing	Checking	12,718	-	-	-	12,718
On-line Giving	Checking	6,797	-	-	-	6,797
Certificate of Deposit	Certificate of Deposit	731,797	-	-	-	731,797
<b>Total Foundation Cash and Cash Equivalents</b>		<b>\$ 1,198,780</b>	<b>\$ -</b>	<b>\$ (978)</b>	<b>\$ -</b>	<b>\$ 1,197,802</b>

NORTHERN NEW MEXICO COLLEGE  
 Schedule of Deposit Accounts  
 June 30, 2011

Depository/Account Name	Type of Account	Cash per Bank	Add Deposits in Transit	Less Outstanding Checks	Other Reconciling Items	Adjusted Cash Balance
		June 30, 2011				June 30, 2011
<b>COLLEGE</b>						
<b>Valley National Bank</b>						
General	Checking	\$ 786,452	\$ 41,308	\$ (758,653)	\$ (10,317)	\$ 58,790
Payroll	Checking	433,684	-	(4,723)	(1,345)	427,616
Student	Checking	398,172	-	-	5	398,177
JCI	Checking	6,707	-	-	-	6,707
NRGHNA	Checking	109,569	-	-	-	109,569
Certificate of Deposit	CD	765,221	-	-	-	765,221
Certificate of Deposit	CD	303,109	-	-	-	303,109
<b>Bank of America</b>						
Payroll	Checking	6,989	-	-	-	6,989
Perkins	Checking	104,528	129	-	-	104,657
Luis Bustos	Checking	6,667	-	-	-	6,667
Federal	Checking	90,659	-	-	-	90,659
<b>Community Bank</b>						
General	Checking	820	1,672	(1,843)	-	649
Cash in Bank		3,012,577	43,109	(765,219)	(11,657)	2,278,810
Petty Cash and Cash Drawers		4,430	-	-	-	4,430
<b>Total College Cash and Cash Equivalents</b>		<b>\$ 3,017,007</b>	<b>\$ 43,109</b>	<b>\$ (765,219)</b>	<b>\$ (11,657)</b>	<b>\$ 2,283,240</b>
<b>FOUNDATION</b>						
<b>Valley National Bank</b>						
Operating	Checking	\$ 650,343	\$ 6,030	\$ (713)	\$ -	\$ 655,660
Marketing	Checking	746,151	-	-	-	746,151
On-line Giving	Checking	14,047	-	-	-	14,047
Certificate of Deposit	Certificate of Deposit	-	-	-	-	-
<b>Total Foundation Cash and Cash Equivalents</b>		<b>\$ 1,410,541</b>	<b>\$ 6,030</b>	<b>\$ (713)</b>	<b>\$ -</b>	<b>\$ 1,415,858</b>

NORTHERN NEW MEXICO COLLEGE  
 Schedule of Deposit Accounts  
 June 30, 2012

Depository/Account Name	Type of Account	Cash per Bank June 30, 2012	Add Deposits in Transit	Less Outstanding Checks	Other Reconciling Items	Adjusted Cash Balance June 30, 2012
<b>COLLEGE</b>						
Valley National Bank						
General	Checking	\$ 345,361	\$ -	\$ (302,714)	\$ 1,200	\$ 43,847
Payroll	Checking	1,383	-	(4,839)	(1,345)	(4,821)
Student	Checking	341,492	-	-	-	341,492
NRGHNA	Checking	98,474	-	-	-	98,474
Savings	Savings	304,578	-	-	-	304,578
Certificate of Deposit	CD	772,143	-	-	-	772,143
Bank of America						
Payroll	Checking	332,053	-	-	-	332,053
Perkins	Checking	81,136	125	-	(447)	80,814
Luis Bustos	Checking	6,670	-	-	-	6,670
Federal	Checking	5,889	-	-	-	5,889
Community Bank						
General	Checking	51,375	2,711	-	-	54,086
Cash in Bank		2,338,534	2,836	(307,553)	(592)	2,033,225
Petty Cash and Cash Drawers		4,418	-	-	-	4,418
Total College Cash and Cash Equivalents		\$ 2,342,952	\$ 2,836	\$ (307,553)	\$ (592)	\$ 2,037,843
<b>FOUNDATION</b>						
Valley National Bank						
Operating	Checking	\$ 820,246	\$ -	\$ (8,326)	\$ 5,000	\$ 816,920
Marketing	Checking	752,509	-	-	-	752,509
On-line Giving	Checking	24,543	-	-	-	24,543
Total Foundation Cash and Cash Equivalents		\$ 1,597,298	\$ -	\$ (8,326)	\$ 5,000	\$ 1,593,972

**NORTHERN NEW MEXICO COLLEGE**  
**Schedule of Deposit Accounts**  
**As of June 30, 2013**

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Depository/Account Name	Type of Account	Cash per Bank June 30, 2013	Add Deposits in Transit	Less Outstanding Checks	Other Reconciling Items	Adjusted Cash (Deficit) Balance June 30, 2013
<b>COLLEGE</b>						
<b>Valley National Bank</b>						
General	Checking	\$ 40,460	\$ -	(619,434)	\$ 485,683	\$ (93,291)
Payroll	Checking	10,208	105	(14,792)	(1,088)	(5,567)
Student	Checking	817	-	-	-	817
Savings	Savings	999	-	-	-	999
<b>Bank of America</b>						
Payroll	Checking	-	-	-	-	-
Perkins	Checking	31,267	38	-	-	31,305
Luis Bustos	Checking	6,672	-	-	-	6,672
Federal	Checking	993	-	-	-	993
<b>Community Bank</b>						
General	Checking	1,070	2,351	-	-	3,421
Cash in Bank		92,486	2,494	(634,226)	484,595	(54,651)
Petty Cash and Cash Drawers		4,417	-	-	-	4,417
<b>Total College Cash and Cash Equivalents</b>		<b>\$ 96,903</b>	<b>\$ 2,494</b>	<b>\$ (634,226)</b>	<b>\$ 484,595</b>	<b>\$ (50,234)</b>
<b>FOUNDATION</b>						
<b>Valley National Bank</b>						
Operating	Checking	\$ 6,129	\$ 100	\$ (2,299)	\$ 58	\$ 3,988
Marketing	Checking	47,722	-	-	-	47,722
On-line Giving	Checking	322,560	-	-	232	322,792
<b>Total Foundation Cash and Cash Equivalents</b>		<b>\$ 376,411</b>	<b>\$ 100</b>	<b>\$ (2,299)</b>	<b>\$ 290</b>	<b>\$ 374,502</b>

See Report of Independent Auditors

**NORTHERN NEW MEXICO COLLEGE**

**Schedule of Deposit Accounts**

**As of June 30, 2014**

Depository/Account Name	Type of Account	Cash per Bank June 30, 2014	Add Deposits in Transit	Less Outstanding Checks	Other Reconciling Items	Adjusted Cash (Deficit) Balance June 30, 2014
<b>COLLEGE</b>						
<b>Valley National Bank</b>						
General	Checking	\$ 60,240	\$ 8,433	\$ (241,456)	\$ 232,470	\$ 59,687
Payroll	Checking	10,179	105	(13,517)	(3,199)	(6,432)
Student	Checking	4,235	-	-	50	4,285
Savings	Savings	1,001	-	-	-	1,001
<b>Bank of America</b>						
Payroll	Checking	2,173	-	-	-	2,173
Perkins	Checking	31,542	225	-	-	31,767
Luis Bustos	Checking	6,673	-	-	-	6,673
Federal	Checking	17,352	-	-	-	17,352
<b>Community Bank</b>						
General	Checking	<u>5,448</u>	<u>1,823</u>	-	-	<u>7,271</u>
Cash in Bank		138,843	10,586	(254,973)	229,321	123,777
Petty Cash and Cash Drawers		<u>4,417</u>	-	-	-	<u>4,417</u>
<b>Total College Cash and Cash Equivalents</b>						
		<u>\$ 143,260</u>	<u>\$ 10,586</u>	<u>\$ (254,973)</u>	<u>\$ 229,321</u>	<u>\$ 128,194</u>
<b>FOUNDATION</b>						
<b>Valley National Bank</b>						
Operating	Checking	\$ 33,441	\$ -	\$ (210)	\$ 109	\$ 33,340
Marketing	Checking	48,078	-	-	1,637	49,715
On-line Giving	Checking	<u>112,366</u>	-	-	<u>7,970</u>	<u>120,336</u>
<b>Total Foundation Cash and Cash Equivalents</b>						
		<u>\$ 193,885</u>	<u>\$ -</u>	<u>\$ (210)</u>	<u>\$ 9,716</u>	<u>\$ 203,391</u>

See Report of Independent Auditors

**NORTHERN NEW MEXICO COLLEGE**

**Schedule of Deposit Accounts**

**As of June 30, 2015**

Depository/Account Name	Type of Account	Cash per Bank June 30, 2015	Add Deposits in Transit	Less Outstanding Checks	Other Reconciling Items	Adjusted Cash (Deficit) Balance June 30, 2015
<b>COLLEGE</b>						
<b>Century Bank</b>						
General	Checking*	\$ 100,268	\$ -	\$ (379,157)	\$ 227,315	\$ (51,574)
Payroll	Checking*	782	-	(2,459)	-	(1,677)
Student	Checking*	923	-	-	4,444	5,367
Savings	Savings*	201,032	-	-	5	201,037
<b>Bank of America</b>						
Payroll	Checking	252,247	-	-	-	252,247
Perkins	Checking*	39,600	-	-	159	39,759
Luis Bustos	Checking*	6,674	-	-	-	6,674
Federal	Checking*	6,513	-	-	-	6,513
<b>Community Bank</b>						
General	Checking	106,214	1,038	-	-	107,252
Cash in Bank		714,253	1,038	(381,616)	231,923	565,598
Petty Cash and Cash Drawers		4,547	-	-	-	4,547
<b>Total College Cash and Cash Equivalents</b>		<b>\$ 718,800</b>	<b>\$ 1,038</b>	<b>\$ (381,616)</b>	<b>\$ 231,923</b>	<b>\$ 570,145</b>
<b>FOUNDATION</b>						
<b>Century Bank</b>						
Operating	Checking*	\$ 1,433	\$ -	\$ (368)	\$ (225)	\$ 840
Marketing	Checking*	156,634	-	-	304	156,938
On-line Giving	Checking*	155,134	-	-	5,110	160,244
Cash in Bank		313,201	-	(368)	5,189	318,022
Petty Cash and Cash Drawers		300	-	-	-	300
<b>Total Foundation Cash and Cash Equivalents</b>		<b>\$ 313,501</b>	<b>\$ -</b>	<b>\$ (368)</b>	<b>\$ 5,189</b>	<b>\$ 318,322</b>

\* Indicates the account is interest bearing

Thursday Oct. 1, 2015

# Editorials — Opinion

## Editorial

### Northern Can, Must Return to Its Glory Days

The impending "retirement" of Northern New Mexico College President Rusty Barceló gives the Board of Regents an opportunity to turn this ship around, albeit much like an oil supertanker, slowly.

Barceló's hiring four years ago brought in a new era of unnecessary expansion to massage regents' egos and create a place for administrators to "leave a legacy," all at the expense of students and the community. In announcing her departure, Barceló said she had a great four years and the college had thrived under her direction. We're looking hard to find any silver lining in the dark clouds that have hovered over Northern during her reign.

The first capital outlay request under Barceló's watch was vetoed by Gov. Susana Martinez, with the off-the-cuff remark that Northern didn't know how to handle the money it had, why give them more? Northern slowly crawled out of audit hell but is still on watch by the feds.

Northern's population depletion is probably the saddest part of Barceló's legacy. When Barceló was hired in 2011 Northern had 1,826 students. The current student census is 1,052. Most are not full-time students.

full-time student population dropping 7.5 percent.

Since then tuition and fees have been raised annually. Today it is \$124.68 per credit hour. That's not affordable for local students. Add hundreds of dollars of fees and hundreds more for books and you've priced your primary market out of your business model.

Students are further discouraged from enrolling because they're not sure their major will still be funded and in place in four years.

In the middle of shuffling programs, cutting staff and raising tuition, Barceló and the regents announced in 2014, without proper legislative backing, that Northern was a university. At the time it was barely a college. Legislators set Barceló and her fan club straight and Northern reverted to being a college.

Barceló's biggest problem was her hiring of senior staff. We trust they're all updating their resumes.

While regents interview prospective presidents over the coming months this has to be a consideration. A solid tier of upper level managers who have the college's students, staff, survival and growth in mind will help bring back students. They didn't all leave because of a lack of programs and explosive tu-

PRESIDENT FIORINA'S FIRST DAY IN OFFICE...

MY  
AMERICAN  
BUDGET  
I LAID  
NEW  
MEXICO



### Government Shutdown Didn't Hurt New Mexico More Than

Last week, U. S. House Speaker John Boehner threw himself on his sword, which may avoid another government shutdown. But as Yogi Berra, who left for baseball heaven a couple of days earlier, would have said, "It ain't over 'til it's over."

At this writing, expectations were

Bureau of Land Management furloughed 754 employees.

Nationally, the shutdown took at least \$24 billion out



The El Rito campus, the flagship of the community college in the 1970s and '80s is all but closed. It's a dormitory enterprise that doesn't quite fit that business model.

Some of the best staff Northern ever had are gone. They've quit, been forced out, harassed or fired by some of the worst human resource people Barceló could find. Bernie Padilla's questionable departure last week was ironic and bittersweet. He was a large part of Northern's movement from excellent teachers to a friends and family hiring process.

The only numbers that moved up under Barceló's watch were tuition and fees. In 2011 Northern changed from a two-tier tuition system, with \$44.01 per credit hour for lower-division courses and \$97.28 for upper-division courses. Administrators then raised it to a straight \$100.45 per credit hour, and the college's enrollment dropped 11.8 percent, with the

tion.

The college can be saved. It must be saved. We would like to be a part of that process and be a strong Northern supporter. However, our support can't be bought. Barceló's boycott of the Valley's weekly newspaper and subsequent spin mission by her minions speaks volumes to the problems in her administration.

The community can't ignore past egregious moves on the regents' and administrations' part. These need to be acknowledged, addressed and corrected.

It will require a complete house-cleaning and a board of regents prepared to pocket their egos and return the college to its former glory. There's nothing wrong with admitting you goofed and moving back to a business model that worked, kept the college fiscally fit and met students' needs. In the regents' long range plan, bigger was not better. Let's get real about that.

that Congress would fund the government temporarily, which means we can look forward to the same debate in December. So let's review, class, what happened in New Mexico during the 16-day shutdown in 2013.

New Mexico was the seventh most affected state and sixth in federal employees per capita, according to WalleHub.com.

Some of the state's 31,300 federal employees were furloughed; the rest got their paychecks late. How many people do you know who can afford a late paycheck? Or no paycheck?

At Kirtland and Holloman Air Force bases, nearly 1,500 civilian employees were furloughed. Holloman's jet trainers were grounded. The Federal Law Enforcement Training Center in Artesia closed, which delayed training for 350 agents sorely needed by the Border Patrol along the Rio Grande Valley sector.

The Department of Energy's 1,000 Waste Isolation Pilot Plant employees kept working and got late paychecks, but a subcontractor that processed and shipped transuranic waste had to lay off 154 workers.

Tourists at Bandelier National Monument, Carlsbad Caverns, El Malpais and seven other national parks and monuments found locked gates.

Sandia and Los Alamos national laboratories prepared to close, but the shutdown ended before they exhausted their carryover funding. The labs' 18,000 contractors weren't so lucky; individuals and companies lost money. (New Mexico was fourth in the nation in its number of contractors.)

The FBI's 200 employees, along with postal workers and border patrol agents, didn't see paychecks until after the shutdown ended. Small Business Administration offices were closed and lending stalled. Banks couldn't verify income data or Social Security numbers. The

of the nation's economy, according to the financial ratings agency Standard & Poor's.

What would be different this time?

For starters, there would be no food stamps. In 2013, the USDA used contingency funding to run its Supplemental Nutrition Assistance Program, which feeds one in five New Mexicans. Currently, it has only a few days' funding.

Troops wouldn't get paychecks as civilians employed by the Defense Department would be furloughed, the Pentagon warned on Friday. In 2013, Congress passed legislation to protect military pay during the shutdown, but the measure has expired.

In New Mexico, about three-fourths of the 2,302 employees of the Department of Homeland Security would have to work without pay unless they're paid



# RIO GRANDE SUN



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NO REFUND ON CANCELLATION



# urse Brings Issues



All She Wrote  
By Sherry Robinson

# Our View: Higher education — a sprawling affair

The New Mexican | Posted: Wednesday, August 21, 2013 11:00 pm

When state Sen. John Arthur Smith speaks, people listen — and that includes the rest of the Legislature and Gov. Susana Martinez. A Democrat from Deming, Smith is a respected voice on fiscal matters and serves as vice chairman of the Senate Finance Committee.

That he has taken the trouble to write to Gov. Martinez about concerns with the financial state of Northern New Mexico College should alert its supporters. That would include students, faculty and staff, not to mention the people of Española and greater Rio Arriba County. The college, whether in its two- or four-year form, is an economic driver in Northern New Mexico. Not only does it provide jobs, but the degrees students obtain mean better wages and salaries, all of which help the economy. Founded in 1909 as a Normal school that trained teachers, the college has been opening the doors to opportunity for more than 100 years.

However, Smith's letter — which also addresses how the state delivers higher education — is worth paying attention to. Northern, which transformed itself from a two-year college to a four-year, degree-granting institution in 2005, is financially stressed. Smith is quite clear: He is concerned "with the institution's future, especially because of its recently expanded four-year mission and limited financial resources. I would like to see whether partnering with a more established university system would better serve students and more efficiently use state resources."

Despite saying that, Smith told the *Rio Grande Sun* in an interview that he doesn't think a partnership would work: "It does not have much to sell as a partner." He thinks the college might need to be taken over or revert to a two-year institution.

Smith, for nearly two decades, has warned that New Mexico has too many colleges and can't fund them all adequately. It's a concern that *The New Mexican* has shared. We have called for better oversight of colleges and universities, with attention to excellence and less duplication of mission. Both Republican and Democratic governors have failed to rein in higher education-kingdom builders.

We would disagree, though, that Northern lacks assets. It brings a rich legacy as a Normal institution, training the North's Hispano residents to become teachers, helping generation after generation out of poverty through education. Its students, educated properly, will be entrepreneurs, educators, scientists and technicians. Their knowledge will enrich their town and state — and with 80 percent of them currently taking remedial (the new term is "developmental") courses, it is clear that institutions such as Northern are necessary. The students, whether through lack of effort or because of lousy schools, did not learn what they needed to succeed in college before high school graduation. Catching up at Northern beats them staying untrained and uneducated forever. It also relieves the pressure on four-

year universities to take every applicant, no matter how ill-prepared.

Smith's letter, though, should spark a response from the governor — and a discussion about what higher education in New Mexico should look like. We know the lottery scholarship fund that helps students pay tuition at public colleges and universities is nearly broke. There are duplicate majors and missions in four-year institutions across the state. Taxpayer dollars are stretched thin. The state must make better decisions about how scarce tax dollars are spent.

As we discuss those important questions — this is one reason there is a Higher Education Department, to lead the discussion in consultation with schools, educators and legislators — surely we can find a way to take the traditions of a one-time Normal school, apply them to today's needs and stabilize an institution that is needed in Rio Arriba County. Whether the right fit, though, is a four-year college, is starting point for the discussion.

# RIO GRANDE SUN



News

## Northern Firings Are Retaliation, Union Says

[Print Page](#)

By Louis McGill  
**SUN Staff Writer**

Published:  
Thursday, May 30, 2013 10:58 AM MDT

Northern New Mexico College let go of over 20 staff and faculty May 15, sparking protests from union members and students.

Calling this a non-renewal of contracts rather than a firing, Northern administrators removed both new and long-time employees, along with a few union activists and dissenters. Tim Crone, president of the Northern Federation of Education Employees, the local union, said.

Among those who received letters informing them their contracts would not be renewed are interim Dean of Education John Hollenbeck, who Crone said was an outspoken critic of Northern's administration. Dean of Academic Support Steve Martinez, Student Success Center Coordinator Brenda Martinez, switchboard operator and union supporter June Rock and two members of the union's negotiating team, Lisa Duran and Mildred Martinez. Crone said.

Spanish colonial arts director Richard Martinez, Spanish colonial furniture instructor Daniel Tafoya and fiber arts director Karen Martinez will also be losing their jobs. Vice President of Institutional Advancement Ricky Serna said their jobs wouldn't exist after the College decided to turn those programs from degree programs to continuing education courses. As a result, the College is obligated to offer them other opportunities within the institution, Serna said.

Crone alleged that the firings were violations of contracts, the faculty handbook and collective bargaining agreements because they did not provide the employees with a cause and did not give employees due process before letting them go.

Serna maintained they were not firings but rather non-renewals of contracts, which don't require the justifications and due process proceedings firings would. He claimed it also doesn't count as a reduction in force, even though the college won't be filling nine of the newly emptied positions. A reduction in force would require the college to give the employees first right of refusal for any open positions for which they might be eligible.

Serna said this is not a way to skirt the firing process, because those policies exist to address disciplinary issues. However, the College keeps every employee on a one-year contract, which it has to renew every year. He said everyone is subject to that policy, including himself.

Crone blamed the tactic on consultant Bob Brown, who advises the administration on labor issues, saying they were using semantics to skirt the union.

"This is a trick Bob Brown dreamed up at (Central New Mexico Community College)," he said. "You choose a term that in another dimension you could argue doesn't mean the same thing, which is non-renewal."

Crone said he believes the non-renewal of Lisa Duran to be retaliation for speaking up at the faculty town hall the administration held to discuss the new budget in May, and he believes other union activists were cut for their union activities.

"It seems like if you object or do anything, you then get fired."



(SUNfoto by Louis McGill) Faculty and students protested recent job cuts at Northern New Mexico College by picketing May 25.

he said.

However, Serna said there were never any discussions about how to retaliate against people for what they said at the town hall meeting. Rather, because the College wanted the event to give faculty and staff an open forum to voice concerns and feedback, it expected and hoped for that sort of participation.

"Retaliation is never, ever, ever a driving force or a motivator for making any kind of personnel decisions," Serna said.

The College's American Federation of Teachers union organized a picket May 25 along the side of Paseo de Oñate at the entrance to the Española campus to protest the recent actions taken by the administration. Local union members were joined by students and representatives of the state union.

At the picket, Crone said the sense that anyone can be fired is prevalent among staff and faculty at the institution. AFT-New Mexico organizer Isidoro Herrera said the union believes some of the firings are retaliatory, but many of them violate the contract, which requires due process and cause.

"It's basically unjust," he said.

AFT-New Mexico President Stephanie Ly said she believes the college's alleged retaliatory firings to be unethical and said the staff needs to hold its administration accountable for the mismanagement that brought the college to its precarious position.

"We're here because we want to see this college stay," she said.

Earlier last week, Serna said College President Nancy Barceló would be available to answer questions about the College's finances, among other subjects, but later in the week he said she was too busy.

Associate professor Marcos Calvacante, who teaches music, said administrators seem to have no sense of loyalty to faculty and staff who have been helping build the college for years.

As for the College's use of the term "non-renewal" rather than "firing," Calvacante said the end result is the same.

"What's the difference between not having money and not having money?" he said. "It's their livelihood."

Student and Santa Fe County Republican Party acting chair Samuel LeDoux said, while the Republican Party rarely finds common ground with unions, he decided to protest with this union against the lack of transparency involved in the firings. He said he believes some could be politically motivated, but there needs to be clarification from the administration as to the reasons.

"Public institutions need to be 100 percent transparent," he said.

Newly graduated alumnus Carlos Martín said he joined the protest because he felt a responsibility as a graduate from the College to help make it better. He said some faculty and staff may not want to speak up because they fear retaliation.

"I'm really hoping our voices get heard," he said.

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125 Main Street

# Tuition hike, layoffs at Northern New Mexico College spark protest

By Tom Sharpe

The New Mexican | Posted: Thursday, May 23, 2013 7:00 pm

ESPAÑOLA — Northern New Mexico College students joined forces with faculty members Thursday to protest plans to lay off 22 employees and raise tuition another 14 percent for the 2013-14 school year.

Juan Diaz, who is working on a bachelor's degree in mathematics, picketed with about a dozen others at the entrance to the Española campus.

"I am in opposition to this outrageous tuition rate increase," he said. "The administration says it's just going to be a 14 percent increase, which it's not. They are not including the hidden fees."

For example, he said, tuition for the one class he's taking this summer costs \$101, but the fees are \$143.

Diaz said the higher tuition and fees are on top of steeper hikes in recent years. Tuition was \$57 per credit hour in 2010, then almost doubled the next year, he said.

Samuel LeDoux, a Nambé resident who is working on his business administration degree while serving as acting chairman of the Santa Fe County Republican Party, said he was protesting the school's lack of transparency.

Although school officials mentioned at previous public hearings that they would be cutting some programs, "never was this mentioned about cutting the jobs," he said.

"The Republican Party usually doesn't agree with unions on much. But our government needs to be as open as possible in order to benefit all the citizens because the government works for the citizens. We don't work for the government."

Heather Winterer, a professor of English and humanities, said she expects to get tenure after five years, but fears her outspokenness might jeopardize her position.

"There have been a lot of kind of capricious hirings and firings, all without rhyme or reason," she said. "Sometimes there will be a search committee and sometimes someone will just show up for work hired by them. And, of course, you know that people have been fired here who are very, very valuable to the school."

For example, administration employee Lisa Duran had a flawless record, but was let go in "pure retaliation" for speaking out against an administrator at a recent public meeting, Winterer said.

Tim Crone, who has taught sociology and anthropology at the school for nearly 40 years, is currently the president of the American Federation of Teachers union local. He said the last time faculty members picketed was in 1999 when the Public Employee Bargaining Act ended and the school elected to discontinue its union contract.

"Also that year, we either got an insignificant raise or no raise and the president at the time [Sigfredo Maestas] got a raise of 22.2 percent," Crone said.

Thursday was orientation day for new students, so the current college president, Nancy "Rusty" Barcelo, was not available for comment. But Ricky Serna, vice president for advancement, agreed to respond to the criticisms.

He said the school's budget set to begin July 1 calls for eliminating 21 — not 22 — staff positions, but no faculty positions. These range from the dean of academic support services to lowest-tier jobs.

Asked whether Duran was fired in retaliation for speaking out, Serna said, "That's never a driving force for any of the decisions we make. I won't speak specifically to a single individual, but I will say broadly the administration ... reserves the right, at the end of every fiscal year, to determine which contracts are going to be renewed and which are not."

Serna said the school has tried to respond to some of the criticisms about the new budget. For example, he said, original plans called for shutting down a child-development center on campus and eliminating the woodworking program at El Rito. But after a town hall-style meeting a few weeks ago, both those programs were reinstated. Unfortunately, he added, keeping those programs means eliminating pay increases for teachers.

Contact Tom Sharpe at 986-3080 or [tsharpe@sfnewmexican.com](mailto:tsharpe@sfnewmexican.com).

## **Highlands' Cash Woes Tied to Many Factors.**

Article from: Albuquerque Journal (Albuquerque, NM) | September 10, 2001 | [Copyright](#)

Byline: Diana Heil Journal Northern Bureau

\* A few days after the university's last president left, the school was close to financial collapse

SANTA FE Selimo Rael became president of New Mexico Highlands University in 1995 with an impressive resume in the world of college finances.

After graduating from Las Vegas, N.M.-based Highlands in 1969, Rael held high-ranking financial posts at the University of Pennsylvania and the University of California at Berkeley.

Highlands' financial picture was messy when Rael took over. The school's required annual audits for the first half of the 1990s were chock full of negative findings about poor records, failure to reconcile cash accounts and lack of accounting manuals. There were problems with payroll accounts and taxes.

Under Rael, the audits quickly became squeaky clean until last year.

Over the past 18 months, Highlands' finances crashed to the point that just days after Rael left as Highlands president in July when the university regents bought out his contract school officials said the 108-year-old college was near financial collapse.

Highlands' leaders now say the school is short of cash by \$5.2 million including a \$1.8 million deficit carried over from the 2000-2001 fiscal year and unfunded expenses expected this year.

Highlands' finances went down the tubes despite the fact that its budget is watched over by several state agencies, including the Commission on Higher Education, the state auditor's office and, from time to time, legislative auditors.

What happened?

Less than factual

Highlands officials and numbers-crunchers from other state agencies are still trying to reconstruct Highlands' financial decline, which apparently started with botched implementation of new accounting software in 1999.

There are also allegations that, for months, Rael's administration was providing unreliable financial information to the university regents, the Commission on Higher Education and the Legislative Finance Committee.

"I think Selimo did a masterful job of spinning and bobbing and weaving and telling the story in ways that were advantageous to him," ...